

Table 4: Reliability Test for Research Instrument, WUE Survey

Variable	Cronbach's Alpha
WUE	0.82
Effectiveness	0.89
Dynamics	0.86
Total	0.90

To ensure the sampling reliability the research adopted the sampling approach presented by Sekaran (2003) as theoretical background. Also, the research considered Stevens and Campion (1999) and Uhl-Bien and Graen (1998). In addition, it considered Leach et.al (2005) when they used both KSA and WUE together on their research.